



FALL 1999

THE ARMY ACQUISITION WORKFORCE

We're With You in the National Capital Region

Meet the National Capital Region...a diverse, multi-faceted region comprised of 8,000 Army Acquisition Workforce (AAW) personnel and covering widely dispersed commands, organizations, and agencies located in Delaware, Maryland, West Virginia, Virginia, North and South Carolina, Washington, D.C., Europe, Japan, and Korea (see box below).

According to Bruce Waldschmidt, Director of Acquisition Policy for the Deputy Assistant Secretary for Plans,

Programs, and Policy, Office of the Assistant Secretary for Acquisition, Logistics and Technology, and Acquisition Career Management Advocate (ACMA) for the National Capital Region (NCR), there are two things that set the NCR apart from the rest of the Army:

- 1) The diverse commands and organizations involved, and
- 2) The higher headquarters staff functions.

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The National Capital Region includes:

Chemical Demilitarization

Defense Logistics Agency

Defense Supply Service
(Washington)

Headquarters, Army Materiel
Command

Headquarters, Department of the
Army

Military District of Washington

Military Traffic Management
Command

Soldier, Biological and Chemical
Defense Command

Standard Army Management
Information Systems

U.S. Army Corps of Engineers

U.S. Army Digitization Office

U.S. Army Financial Management
and Comptroller Office

U.S. Army Europe

U.S. Army Intelligence and
Security Command

U.S. Army Medical Command

U.S. Army Operational Test and
Evaluation Command

U.S. Army Research Laboratory

U.S. Army Research Office

U.S. Army Special Operations
Command

U.S. Army Test and Evaluation
Command

U.S. Army Training and Doctrine
Command



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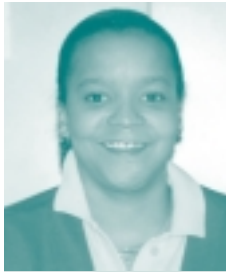
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Kudos to...

Thanks to all of you workforce members who have submitted information for this section. If you know someone who deserves a "Kudos to" for a recent accomplishment, please submit the information to the Acquisition Career Management Office, Brian Wells, SAAL-ZAC, (703) 604-7122, DSN 664-7122, <wellsb@sarda.army.mil>.

Maria Holmes

was recently promoted to a GS-14 as an Acquisition Proponency Officer for the Acquisition Career Management Office (ACMO) in Arlington, Virginia. As a Proponency Officer, Maria now has career development responsibilities for two career fields: Systems Planning, Research, Development, and Engineering; and Test and Evaluation. Maria is an aerospace engineer by training, and previously supported ACMO as an Acquisition Management Specialist as part of the Year Group 1998 Competitive Development Group (CDG).



Maria Holmes, ACMO Acquisition Proponency Officer

The following members of the Army Acquisition Corps (AAC) recently received their Master's of Arts in Procurement and Acquisitions Management: **MAJ Charlotte Alvarenga**, **MAJ Francisco Espallat**, **MAJ Jeffrey Hendren**, **MAJ Steven Kihara**, **MAJ Anthony Nieto**, and **MAJ Samuel Parrish**. Recent recipients of Master's of Arts degrees in Computer Resources and Information Management include: **MAJ Gerrie Gage**, **MAJ Ralph Hay**, **MAJ Anthony Jimenez**, **MAJ Daniel Justis, Jr.**, **MAJ Gregory Kilby**, **MAJ James Ramskill**, and **MAJ Craig Schaefer**. Both sets of graduates obtained their degrees in June from Webster University (with 75 campuses world-wide) as part of its Acquisition Graduate Degree Program (AGDP). The AGDP is a fully funded program that permits selected AAC officers to complete an acquisition-related advanced degree while concur-

rently attending the regular Command and General Staff Officer Course.

The **OMNI V Night Vision Devices Source Selection Team** was selected by Dr. Jacques S. Gansler, Under Secretary of Defense (Acquisition and Technology), to receive the Defense Acquisition Executive Certificate of Achievement. The Integrated Product Team of the Office of the Project Manager-Night Vision/Reconnaissance, Surveillance, and Target Acquisition was cited for using acquisition reform initiatives and best-value procedures, which stressed commercial practices resulting in reduced total ownership cost. The team was officially nominated by MG David R. Gust, PEO, Intelligence, Electronic Warfare, and Sensors, and honored at a Pentagon ceremony on July 14, 1999. The Defense Acquisition Executive Certificate of Achievement serves to recognize organizations, groups, teams, and individuals who have made exceptional contributions to improving life-cycle costs and/or the Department's acquisition systems and programs.

A big CONGRATULATIONS to... Ann Scotti and Scott Crosson from the CDG YG97. They both recently received a GS-14 promotion in Contracting at the HQ Army Materiel Command...and to Emerson Keslar, CDG YG98, who was recently promoted to a GS-14 at PEO, Command, Control and Communications Systems...and to Chris Grassano, CDG YG00, who was promoted to a GS-14 at Artillery Munitions Systems.

ACMO's New Director

As of July 5, 1999, COL Roger Carter took over as Director of the Acquisition Career Management Office (ACMO). He replaced COL Ed Cerutti who took a position as the Senior Military Assistant to the Under Secretary of Defense (Acquisition and Technology), Dr. Jacques S. Gansler. Previously, COL Carter served as the Project Manager for Close Combat Anti-Armor Weapon Systems within the PEO for Tactical Missiles. His top concerns for ACMO are the aging civilian workforce (a majority will be eligible for retirement in 2005), and a military workforce with a recent reduction in promotion rates and initial accessions. "If we don't act to develop the next generation, we won't be ready to meet the Army's future modernization requirements," he said. "We can't do it alone. We need the support of our leadership and our workforce." Several initiatives are being implemented to address these issues. To obtain contact information on COL Carter and his staff, log onto the AAC Homepage at <<http://www.dacm.sarda.army.mil/contacts>>.



COL Roger Carter, new ACMO Director

GUEST EDITORIAL

This One's for You!

Submitted by Maria Holmes, Acquisition Proponency Officer, Acquisition Career Management Office

I would like to tell you about the wonderful experience I had participating in the Leadership Development Program (LDP) at the Center for Creative Leadership (CCL) in Colorado Springs, Colorado. It is definitely a program I encourage all of you to attend. It is a great opportunity if you have time to learn more about yourself and become more successful and productive in your personal and work life. Even if you feel

you don't have time, make time! This program helps you discover and examine your own personal style—your ways of thinking and behaving and how it affects others.

Before going to CCL, I had to fill out a battery of self-assessment instruments that were to be used and explained in the program. I was required to have some of my co-workers and my team chief complete assessments on me as well. Some of the assessment tools that were used include the Myers-Briggs Type Indicator (which revealed my personality type), Benchmarks, Campbell Leadership Index (called "360 degree" instruments,

Editorial, continued on page 10

President of COLSA Corporation to Speak at AAC Ball

George G. Williams, President of Collazo System Analysis (COLSA) Corporation, will be the keynote speaker at the first annual AAC Ball on October 10, 1999, at the Crystal City Marriott in Arlington, Virginia. The ball is part of a series of special activities marking the 10th anniversary of the AAC. When asked what he planned to talk about, Mr. Williams borrowed a quote from famed baseball star Yogi Berra and said, "The future isn't what it used to be!"

With more than 36 years of Army service, Mr. Williams has had a distinguished career in acquisition. In 1991, he was appointed Program Executive Officer (PEO) for Fire Support where he was responsible for the acquisition and management of ten major programs with an annual budget of \$1.5 billion and more than 800 military and government



"We needed the AAC 30 years ago! It puts folks doing similar things in an arena where teamwork and a better exchange of information are promoted. It also promotes the education of the workforce and provides a roadmap for excelling."

George Williams, President, COLSA Corporation

personnel. Prior to that, he served as Deputy Project Manager for the Tube Launched, Optically Tracked, Wire Guided Project Office; Chief of the Provisional Fiber Optic Guided Missile Management Office in the Systems Development Office of the Research, Development, and Engineering Center; and Deputy Project Manager for the Non Line-of-Sight Management Office. Mr. Williams is the recipient of many prestigious awards including the Department of the Army Excellence in Acquisition Management Civil Service Meritorious Service Medal (also known as the George Williams Award), the Daedalion Award for

outstanding achievements in weapon system management for the JAVELIN Weapon System, the Presidential Rank Award for Meritorious Executive, and the Department of Defense Value Engineering PEO of the Year Award.

"If you want to become a member of leadership, you must be flexible and go where the job growth is. You also must be willing to broaden your horizons in education and cross-training." George Williams, President, COLSA Corporation

In his current position as President of COLSA Corporation, Mr. Williams provides senior management leadership to all COLSA operations in the United States. COLSA Corporation provides a full range of life-cycle systems, engineering, and technical services for numerous U.S. and international air defense programs and agencies, as well as commercial customers.

Mr. Williams hails from Azalea, North Carolina. He earned a Bachelor of Science degree in Industrial Engineering from North Carolina State University in 1961.

Happy 10th Anniversary Army Acquisition Corps!

The AAC will celebrate its 10th anniversary beginning October 10, 1999. Throughout the week of the 1999 Association of the United States Army (AUSA) Annual Meeting in Washington, D.C., a series of special activities will commemorate the event, including the following:

- An AAC exhibit at the AUSA Annual Meeting;
- A career counseling suite staffed by career experts at the AUSA Annual Meeting;
- AAC Team participation in the Army Ten-Miler;
- The inauguration of an association of acquisition professionals; and



- The first annual AAC Ball.

For more information on any of the celebratory events, contact LTC Greta Lehman at (703) 604-7124, DSN 664-7124, <lehman@sarda.army.mil>. You can also log onto the AAC home page at <<http://www.dacm.sarda.army.mil/news>> to access a special 10th anniversary website.

CORRECTIONS

- The website address listed in the article entitled "Do You Have Your Automated IDP?" in the Summer issue of the Army Acquisition Workforce Newsletter was incorrect. To access your automated IDP, log on at <<https://rda.rdaia.sarda.army.mil/idp/idpprod/idpstart.htm>>.
- In the Summer issue, under "Kudos to..." we incorrectly noted that Jerry Davis is an ACMA for the National Capital Region. Actually, it should have been noted under the "Additional Kudos to" section that Bruce Waldschmidt is an ACMA for the National Capital Region. We apologize for any confusion.

AAC 10th Anniversary Ball

Please join us in celebrating the 10th anniversary of the Army Acquisition Corps! Some tickets are still available for the AAC 10th Anniversary Ball. All members of the Army Acquisition Workforce are invited to attend this special historic event to be held from 6:00 p.m. to midnight, October 10, 1999, at the Crystal Gateway Marriott, in Arlington, Virginia. For more information, please contact LTC Greta Lehman at (703) 604-7124, DSN 664-7124, <lehman@sarda.army.mil> or log onto the AAC Homepage at <<http://www.dacm.sarda.army.mil/news>>. Links are provided to a special AAC 10th anniversary website.

Army Commences Full-Scale Production and Fielding of its Next Generation Military Only Personnel Management System

SIDPERS-3 Completes Initial Operational Capability

Submitted by MAJ Cal Bailey

Within the next few years, Army personnel will benefit from interactive access to personnel information and improvements in the automation of key personnel functions, such as monthly promotions, promotion orders, and personnel pay functions.

In October 1998, the Army received approval to begin full deployment of its most advanced, military-only, personnel management system: Standard Army Installation and Division Personnel System Version 3.0 (SIDPERS-3). Eight years in development, SIDPERS-3 represents a significant leap forward from its predecessor, SIDPERS-2. SIDPERS-3 provides commanders and staff with real-time

interactive access to personnel information databases, enabling them to make timely decisions regarding personnel issues. In addition, SIDPERS-3 is Y2K (Year 2000) compliant.

Other labor-saving improvements provided by SIDPERS-3 include a fully automated promotion module that features an automated worksheet, application of cutoff scores to execute monthly promotions, and promotion-orders production. Planned enhancements to SIDPERS-3 also include an integrated Army personnel/pay module. This integrated module will reduce the current two-step approach to personnel and pay system transactions to one step, saving staff time. The current plan is to include personnel and pay functionality in SIDPERS-3 to address these issues beginning in FY00.

A number of U.S. Army Forces Command and Training and Doctrine Command installations such as Forts Bragg, Campbell, Benning, Stewart, and Jackson, and Aberdeen Proving Ground have already received SIDPERS-3. The remainder of the Army will be operational using SIDPERS-3 by October 1999. According to SIDPERS-3 Product Manager, LTC Jenna L. Noble, the challenge has shifted from system acceptance to one of getting the system fielded and operational before the new millennium. "Although the schedule is aggressive," acknowledges Noble, "it is also achievable by October 1999."

For more information, see the SIDPERS-3 website at <<http://www.sdcw.army.mil/sidpers/sidpers3.html>>, or contact MAJ Cal Bailey, Deputy Product Manager, SIDPERS-3, Fort Belvoir, Virginia, (703) 806-3656, DSN 656-3656.

Acquisition and Logistics Reform Week

DoD-wide Acquisition and Logistics Reform (A&LR) Week —"Accelerating the Revolution"—was held June 7–11, 1999. The goal of A&LR Week was to provide an opportunity for acquisition and logistics professionals at all levels to assess ongoing reform initiatives and determine ways to accelerate the implementation of these initiatives.

The Office of the Secretary of Defense (OSD) hosted a series of events in the Pentagon courtyard, officially kicking-off A&LR Week on June 8th. Despite temperatures soaring close to 100 degrees, the kick-off was well-attended. The speakers at the morning's opening ceremony included Secretary of Defense William S. Cohen, Chairman of the Joint Chiefs of Staff General Henry H. Shelton, and Under Secretary of Defense for Acquisition and Technology Dr. Jacques S. Gansler. The David Packard Award for Acquisition Excellence was presented to

the Army's Joint Program Office for the Biological Defense Portal Shield Team and four other recipients. The team won for using modular design and a commercial off-the-shelf approach that improved system supportability and reduced ownership costs.

Following the kick-off event, OSD staff hosted a series of presentations and exhibits on a variety of A&LR topics including an Army Acquisition career management panel. The Army Acquisition Corps exhibit was one of more than 40 exhibit booths on various related themes on display in the courtyard.

Acquisition Workforce members from around the nation also participated in A&LR Week activities via a series of Internet chat-back/video teleconference broadcasts. A discussion on "Merging Logistics with Acquisition and Technology," featuring Paul J. Hoepfer, Assistant Secretary of the

Army (Acquisition, Logistics and Technology) started things off on June 7th. Other broadcast events included panel discussions on "Acquisition and Logistic Reform Issues" hosted by Under Secretary Jacques S. Gansler; "Sustaining the Force through the Revolution in Military Logistics" led by Mr. Eric A. Orsini, Deputy Assistant Secretary of the Army (Logistics); and "Contractors on the Battlefield" led by Mr. Keith Charles, Deputy Assistant Secretary of the Army (Plans, Programs, and Policy) and Deputy Director, Acquisition Career Management.

For more information about AL&R Week activities, see the AL&R Homepage at <<http://www.acq.osd.mil/alrweek/>>. This website offers you links to view images from various A&LR Week activities at the Pentagon on June 8th.

See the FY00 Product Manager and Project Manager/ Acquisition Command Slates on the AAC Homepage at <<http://www.dacm.sarda.army.mil/news/>>.

We're With You in the National Capital Region

National Capital Region Acquisition Workforce Support Specialists

In an effort to make acquisition career management assistance more accessible to you, the Army Acquisition Workforce Newsletter is featuring a close-up look at the people who can help you with your career management questions. This issue features the AWSSs and ACMAs of the National Capital Region.

Meet Mary Berg...

an AWSS in the NCR since November 1998. Mary has more than 30 years acquisition experience, 12 of which she obtained with the government. Along with fellow AWSS Joan

Sable (see article on this page), Mary serves an estimated 6,000 acquisition professionals in Virginia, Delaware, New York, Massachusetts, Connecticut, Vermont, Maine, New Hampshire, Rhode Island, West Virginia, Pennsylvania, North Carolina, South Carolina, U.S. Army Europe 8th Army, and Maryland (not including Aberdeen Proving Ground or Edgewood).

Mary's primary function as an AWSS is assisting workforce members with career development concerns. "The most common request I receive from workforce members is for assistance in updating their Acquisition Career Record Briefs (ACRBs)," said Mary. She says most of the individuals she deals with know the requirements, but need some help in understanding how to get through the process. "I believe personal



Mary Berg, National Capital Region AWSS.

contact is still the best way to assist workforce members in staying on the right career path."

Prior to accepting her position as an AWSS, Mary served as the Training Coordinator and point of contact for the Acquisition Career Management Advocate at the Soldier Systems Command, Acquisition Center in Natick, Massachusetts. Mary began her career with the federal government in 1987, administering government housing rehabilitation and construction contracts at the Public Work Center in Pearl Harbor, Hawaii. Before that she co-founded Whitehall Electric Corporation in Massachusetts and later managed a farm where she bred Scotch Highland cattle in Maine. Mary enjoys researching genealogy, doing needlework, and keeping up with the activities of her four children and eight grandchildren.

Mary can be reached at (703) 805-1048, DSN 655-1048, <bergm@aaesa.belvoir.army.mil>.

Meet Joan Sable... who joined the Acquisition Career Management Office's NCR Customer Support Office in February 1999. She, along with Mary Berg, supports over 6,000 acquisition professionals in the above-mentioned areas.

Before Joan became an AWSS, she worked as a



Joan Sable, National Capital Region AWSS.

Research Associate at the Defense Systems Management College (DSMC) where she managed the College's Military

Research Fellowship Program and served as the Program Chair for the biennial Acquisition Research Symposium. In addition, Joan was the College's focal point concerning customer satisfaction surveys and data analysis. Her survey work included analysis efforts for the Deputy Under Secretary of Defense for Acquisition Reform and survey design and analysis of the Advanced Program Management Course, DSMC's premier course. Prior to her work with the DSMC, Joan was an Educational Specialist at the U.S. Army Engineer School at Fort Belvoir, Virginia, where she evaluated course instruction and analyzed graduate survey results.

According to Joan, "The reason I changed careers was because I was so impressed with the training, education, and operational experience opportunities offered by ACMO. I did a lot of research on a variety of organizations, and I decided that I wanted to be part of what ACMO is doing. I enjoy helping people and feeling like my efforts in assisting them with designing their acquisition professional goals make a difference in their careers."

Like Mary Berg, the most common request Joan gets from workforce members is for assistance in updating their ACRBs. Overall, she cites communicating new information about career development initiatives and policies as her number one challenge. "Getting current, correct messages on a variety of issues out to the entire workforce can be a real challenge," she stated. "Mobile Army Acquisition Career Management sessions are one way we are trying to help remedy this communication issue."

Joan graduated from Longwood College in 1983 with a Bachelor of Science degree in Elementary Education. She has completed some post-graduate courses in Educational Research working towards a Master's degree. She is

Acquisition Workforce Support Specialists (AWSSs) are a critical component of the Deputy Director, Acquisition Career Management's (DDACM) Customer Support Strategy. They are located in the five regions of the United States (South, National Capital Region, Northeast, Central, and West). The AWSSs work directly for the Acquisition Career Management Advocate (ACMA) to whom they are assigned and perform multiple duties for the workforce they support. They are the key source of information for the workforce on accession membership, central selection boards, and acquisition education, training, and experience opportunities. AWSSs execute the regional training plans for their regions. In addition, they assist the DDACM in expediting the distribution of timely information to the workforce on all AAC policies, programs, and initiatives.

AWSSs, continued on page 6

AWSSs, continued from page 5

married, has two daughters, and teaches aerobics in her spare time.

Joan can be reached at (703) 805-2234, DSN 655-2234, <sablej@aaesa.belvoir.army.mil>.

Meet Polly Merlo... who supports approximately 1,900 acquisition professionals in nine organizations located at Aberdeen Proving Ground (including the Program Manager for Chemical Demilitarization, the U.S. Army Test and Evaluation Command, and the U.S. Army Soldier and Biological Chemical Command). She was one of the very first AWSSs hired, accepting the position in April 1997. She holds a Level 3 Acquisition Certification in Contracting and a Level 2 Certification in Program Management.

Polly's career with the Army spans almost 20 years (with more than 17 years in the field of procurement), beginning in 1979 as a Department of Army Materiel Development and Readiness Command Intern at the Tank and Automotive Command (TACOM) in Warren, Michigan. She served as a



Polly Merlo, National Capital Region AWSS

Contract Specialist at TACOM from 1979 through 1981 and at the Sacramento Army Depot from 1981 through 1985. In 1985 she was promoted to Procurement Analyst in the Office of the Test and Evaluation Command Principal Assistant Responsible for Contracting (PARC). In this position, she worked with procurement personnel on their acquisition career management. Her movement into the AWSS position was a natural progression.

As an AWSS, Polly cites her main responsibility as distributing information about the various career development programs and requirements to the acquisition workforce she serves. This includes dispelling rumors and misinformation. "Live group sessions are particularly helpful for getting the word out," she says. Polly works with the three ACMAs located at Aberdeen on regular projects to provide local training and generally raise awareness about acquisition career development programs.

She says her greatest challenge is serving the nine different organizations that have acquisition components in her jurisdiction. "Trying to spread my time

to make sure I'm helping everyone that needs my help can be a real challenge." Currently, the issue she hears most about from workforce personnel is completing the Individual Development Plans. Certification is another topic that breeds a good deal of confusion among her workforce. "Certification requirements for various programs are different. For example, when you receive certification for your position, you are certified for life. But certification under the Continuous Learning Policy has to be renewed by completing 80 points every two years. Understanding the requirements is half the battle. That's where I can help."

Polly's message for the workforce is simple: "These programs do work for people who want to advance their careers. Find the acquisition program that's right for you and go for it!"

A native of Detroit, Michigan, Polly has a Bachelor of Arts degree in Business Administration from Michigan State University. She is actively involved in community theatre, having stage-managed and performed production-related functions for numerous live productions.

Polly can be reached at (410) 278-1041, DSN 298-1041, <merlo@tecom.army.mil>.

National Capital Region, continued from page 1

The diversity of the work performed in the NCR is tremendous; it covers activities from combat support, biological and chemical protection, and transportation to pharmaceuticals, administrative management, ceremonial support, and the purchase of common industrial components for the U.S. Marines, Army, Navy, and Air Force. "We also do more staff work and are one to two levels further removed from dealing with the troops and field positions," said Bruce. The daily work in the NCR predominantly centers on policy, program budgeting, resource allocation, and acquisition strategy and planning. This affects everyone in the Army, says Bruce. "Because of that, it's critical we are knowledgeable about what is going on in the field so we can convey that information to Headquarters and Office of the Secretary of Defense personnel, Congressmen, and Senators, for example."

Bruce says the work is exciting because NCR staff have to look at the world in broad terms and understand and be able to work across all levels within the Army. He added that multiple skill sets are crucial for this type of work, and that's why the efforts of ACMAs and especially the AWSSs are so important. "We need to develop the leaders of the future who will have the broad-based intellectual, technological, and sociological skills necessary to work across multiple commodity areas," he said. "The AWSSs are the day-to-day heroes making this happen."

The Acquisition Career Management Office (ACMO) also is committed to making this a reality. In addition to the 12 ACMA positions in the NCR, there are four full-time AWSS positions that support the workforce. ACMO is piloting a program in the Southern Region where a full-time ACMA position has been created to focus solely on implementing the

Defense Acquisition Workforce Improvement Act. Creating a similar position is also being considered for the NCR as part of a successful strategy to meet the career development needs of the workforce and support the ACMAs and AWSSs throughout the region.

The National Capital Region Customer Support Office located at Fort Belvoir and the Aberdeen Proving Ground has three AWSSs who support the Acquisition Workforce: Mary Berg, Joan Sable, and Polly Merlo. They receive contractor support from Tom Evans, Roosevelt Ingram, Ann Galway, and Delois Hatchett. For a closer look at the NCR AWSSs, check out page 5. For more information on all the ACMAs in the NCR, see page 7.

We're With You in the National Capital Region

National Capital Region Acquisition Career Management Advocates

National Capital Region—AMC, ARL, COE, DLA, INSCOM, Europe and HQDA (less ASA, FM)—Arlington, Virginia

Meet Bruce H. Waldschmidt... Director of Acquisition Policy for the Deputy Assistant Secretary for Plans, Programs, and Policy, Office of the Assistant Secretary for Acquisition, Logistics, and Technology (OASAALT). Bruce is responsible for the development and publication of acquisition policy spanning the entire life cycle for weapon and information systems at OASAALT and has been in civil service since 1972. Bruce is a recipient of the Hammer Award, the Defense Acquisition Executive Certificate of Achievement, and the Secretary of Defense Award for Excellence. Bruce can be reached at (703) 604-7160, DSN 664-7106, <bruce.waldschmidt@sarda.army.mil>.

Assistant Secretary of the Army (Financial Management and Comptroller)—Arlington, Virginia

Meet Brenda Hirschi... Chief, Other Procurement Army Division for the Office of the Assistant Secretary of the Army (Financial Management and Comptroller). In this position, she manages, coordinates, and integrates a wide range of financial management operations for the Other Procurement Army appropriation and related Research, Development, Test, and Evaluation-funded programs. Brenda has more than 23 years of experience with the Army. Brenda can be reached at (703) 604-7444, DSN 664-7444, <gonzabf@hqda.army.mil>.

Military Traffic Management Command—Falls Church, Virginia

Meet Robert Hardiman... Deputy Chief of Staff for Personnel and Logistics. He is the principal advisor to the Commander, Military Traffic Management Command, on civilian and military personnel, logistics, engineering, and morale and welfare. Robert has received many honors and awards including multiple awards of the Legion of Merit, the Meritorious Civilian Service Award, and annual cash awards for exceptional service. Robert can be reached at (703) 681-6608, DSN 761-6608, <hardimab@baileys-emh5.army.mil>.

PEO, Standard Army Management Information Systems—Fort Belvoir, Virginia

Meet Rosalie Jordan... an ACMA since 1998, supporting approximately 161 acquisition workforce personnel, many of whom are located at Fort Belvoir, Virginia. She also supports PMs located at Forts Monmouth, Monroe, Lee, and Knox. Rosalie is the Director, Business Management, Program Executive Office (PEO) for Standard Army Management Information Systems, where she is responsible for centrally managing the business activities for the PEO and 10 Program/Project Offices that oversee 21 systems with Total Obligation Authority of approximately \$500M annually. Rosalie can be reached at (703) 806-4238, DSN 656-4238, <jordanr@peostamis.belvoir.army.mil>.

Military District of Washington—Fort McNair, Washington, D.C.

Meet Edna L. Diggs... the ACMA responsible for the Military District of Washington (which includes Forts Hamilton, Meade, Myer, McNair, A.P. Hill, and Belvoir, and the National Defense University). She has more than 22 years of experience with the Army. Edna currently serves as the Principal Assistant Responsible for Contracting (PARC). As the PARC, she is the senior staff official and the principal advisor to the Military District of Washington's Head of the Contracting Activity, Chief of Staff, Chiefs of Special and General Staff Officers, and Commanders on contracting matters. Edna can be reached at (202) 685-1989/(703) 806-0055/0034, DSN 325-1989, <diggse@fmmc.army.mil>.

Defense Supply Service Washington—Pentagon, Washington, D.C.

Meet Stephen Bachhuber... Deputy, Defense Supply Service, Washington and PARC for the Head of the Contracting Activity. He directs a major contracting and logistical operation involving approximately 250 military and civilian employees engaged in procurement, supply, management, and allied administrative duties. Stephen is the Acting Commander in the absence of the Commander. He has been with the Army for more than 32 years. Stephen can be reached at (703) 695-2008, DSN 225-2008, <steven.bachhuber@hqda.army.mil>.

Test and Evaluation Command—Aberdeen Proving Ground, Maryland

Meet Phyllis Kitchens... Associate Director of Technical Mission/U.S Army Test and Evaluation Command, Aberdeen Proving Ground. In this position, she formulates and implements internal technical policies and procedures, participates with the Director in supervising the activities of the directorate, and directs engineering programs. Phyllis also serves as Acting Director in the absence of the Director

Acquisition Career Management Advocates (ACMAs) are senior acquisition leaders recommended by their Command, Program Executive Officer, and other organizations as needed and appointed by the Deputy Director, Acquisition Career Management (DDACM) to serve the AAW within a specified command and/or region. Their major responsibility is to enhance the communication of information routinely routed through the functional and command channels. They serve as the link between their AAW and the DDACM. They express the concerns of the command and register workforce issues with the DDACM. The ACMA's goal is to ensure all members of their workforce have equal and timely access to opportunities and information on DDACM policies, programs, and initiatives.

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and assists in managing over 1,700 tests and a total budget of over \$400M. She has more than 29 years of Army experience. Phyllis can be reached at (410) 278-1315, DSN 298-1318, <kitchensp@tecom.army.mil>.

PM, Chemical Demilitarization—Edgewood, Maryland

Meet Diana Frederick... Chief, Program Evaluation and Integration Office and PM Chemical Demilitarization integrator across the Project/Product Managers. In this position, Diana develops and staffs statutory and regulatory documents and other acquisition programmatic documents and reports, and plans and conducts performance reviews. She is the principal interface with program and integration support contractors, and represents the PM at higher headquarters. Diana also is responsible for the implementation of acquisition reform and the earned value management system within PM Chemical

Demilitarization projects and contractors. She has been with the Army for 31 years. Diana can be reached at (410) 436-3346, DSN 584-3346, <dlfreder@cdra.apgea.army.mil>.

U.S. Soldier and Biological Chemical Command—Edgewood, Maryland

Meet Robert A. Moeller... Business Unit Leader, Acquisition Management, in the Engineering Directorate of the Edgewood Chemical Biological Center. In this position, he plans, coordinates, and conducts systems management of development, production, and materiel change programs that are assigned to the Engineering Directorate. He also serves as the Engineering Directorate focal point for the Joint Services Materiel Group and the Individual Mobilization Augmentee Officer Program. As the SBC-COM Test and Evaluation Manager, he represents the Command at Department of the Army (DA) Test and Evaluation Committee Meetings. Robert has more than 27 years of experience with the Army. Robert can be reached at

(410) 436-5681, DSN 584-5681, <ramoelle@sbccom.apgea.army.mil>.

U.S. Army Special Operations Command—Fort Bragg, North Carolina

Meet Robert T. Cherry, Jr. ... Deputy Chief of Staff for Acquisitions and Contracting (DCSAC), U.S. Army Special Operations Command (USASOC), Fort Bragg, North Carolina. With more than 17 years of Army experience, Robert plans, oversees, and supervises the USASOC contracting mission. He develops plans, programs, and procedures relevant to acquisition and contracting. Robert also serves as the senior contracting official within USASOC, a major Army command and component command to the United States Special Operations Command. As DCSAC, he provides effective acquisition and procurement advice to the Commanding General, the Chief of Staff, other staff principals, and Major Subordinate Commanders. Robert can be reached at (910) 432-2297, DSN 239-2297, <cherryb@soc.mil>.

A First Hand Look at Congress

Several members of the Year Group 1998 (YG98) Competitive Development Group (CDG) had the unique opportunity to take a comprehensive look at congressional operations and organization, and witness how Congress affects the daily operations of every department and agency (specifically the Department of Defense [DoD]) in the Executive Branch. Each year, the newest CDG group is sent to the Congressional Course as part of the core course curriculum within each member's Individual Development Plan (IDP). This year's course was conducted by the Government Affairs Institute at Georgetown University on March 22-25, 1999.



Congressional Course participants from left to right: (front row) Jean Grotophorst, Patricia Plotkowski, Amelia Hatchett, Ray Lazzaro, Gloria Morales, Kevin Maisel; (second row) Debby Pinkston, Steve Stegman, Ray Pietruszka, Clifton Reynolds, Mario Musotto, Mark Reavis; (third row) Larry Wakefield, Samuel Jones.

the House and Senate side, including Senate Armed Services Committee hearings on acquisition reform, personnel programs for civilian employees, and Army modernization issues; Senate Appropriations Committee hearings on the FY00 Army budget; and House Appropriations Committee hearings on Ballistic Missile Defense and Special Access Programs. Steve Stegman, a Program Executive Office, Air

and Missile Defense (PEO AMD) staff member at Redstone Arsenal in Huntsville, Alabama, said, "It was a great week to see Congress in action. The Army budget was on the Hill, and the service secretaries were testifying before the House Armed Services Committee."

CDG participants attended briefings and discussion groups on congressional issues related to defense. The class received briefings ranging from explanations of how acquisition-related issues are brought to the Hill and heard by Congress to congressional authorization, appropriation, and budget processes.

In addition to lectures and presentations by congressional representatives and staffers on DoD issues, participants had the opportunity to meet with members of Congress and see them in action. The Honorable Bud Cramer (D-AL) gave his perspective on defense issues to attendees, taking time to meet seven constituents from his district after the presentation. Several CDG members met with Senator Richard Shelby (R-AL) about the programs each of them supports. One attendee, Debby Pinkston, took the opportunity to inform the senator that "our programs need more funding!"

For more information on the CDG program and how to apply, log onto the AAC Homepage at <<http://www.dacm.sarda.army.mil>> or contact Sandy Long, 703-604-7125, DSN 664-7125, <longs@sarda.army.mil>.

Participants had the opportunity to attend congressional hearings on both

CDG Members Speak Up

Several members of various CDG year groups were asked what has been the greatest benefit of the entire program for them. Here's what they had to say:

"I've been elated with the opportunities to meet, discuss, and work with knowledgeable managers who understand the broad scope of government service in the Department of Defense. Their commitment to our country and its citizens is impressive. I've learned new ways to view and resolve roadblocks and have received the freedom to explore and learn." *Virginia Thompson, Space and Missile Defense Command, YG97.*

"The greatest benefit [of the CDG program] is the assignment....You are (agreeably) removed from your current comfort zone and placed in an area where you are challenged to perform at the level which permitted you to be selected for the CDG in the first place. This forces individual innovation, creativity, interpersonal communications, and coalition-building. These skills promote executive potential and growth, fundamentally improving the individual CDGer for the better." *Kevin Maisel, Defense Supply Service Washington, YG98.*

Kick-Off of YG00 CDG

The YG00 Competitive Development Group (CDG) began its three-year program with an orientation session August 17-18 at the Springfield Hilton in Springfield, Virginia. The group packed a lot into a few days, learning

about ACMO's initiatives, policies, and programs. Also, they worked on individual personnel issues and interacted with a panel of past year CDG members. Congratulations to each YG00 CDG selectee!



From left to right: (front row) Marietta Allen, Chris Grassano, John Hart, Kathy Salas, Daniel Pierson; (back row) Keith Charles, (Deputy Director, Acquisition Career Management), David J. Bundy Jr., Viki Long, Will Meyer, and Michael Padden. (Absent: Thomas Benero.)

"The CDG 98 program has made it possible for me to gain program management experience in a career field other than contracting, which I have been in for 24 years. Exposure to another career field has sharpened my communication skills knowledge, and broadened

my appreciation for what the Army is doing for our soldiers in the field. I feel that I am more effective as an Army civilian as a result of the CDG program." *Debby Pinkston, Army Tactical Missile System-Brilliant Anti-Armor Submunition Project Office, YG98.*

CDG Program Specifics

Purpose

The purpose of the CDG program is to provide intensive leadership training and experience opportunities for competitively selected GS-12 and GS-13 Corps Eligibles and AAC members. When an individual is selected for the CDG program, he or she is placed in a position on the Army Acquisition Executive Support Agency Table of Distribution of Allowances for a three-year period. During these three years, the CDG participant is rotated through assignments and training opportunities as outlined in the CDG selectee's Individual Development Plan.

Selection Criteria

A CDG Selection Board, comprised of five GS-15 AAC members and at least one colonel hand pick the CDG members. Guidelines are given by the Deputy Director, Acquisition Career Management. Starting with YG01, a

CDG applicant must be a member of the Corps Eligibles program, Level 3 certified, and possess at least two of the following qualifications:

- 1) An advanced degree,
- 2) Multiple certifications,
- 3) Experience in two or more organizations, or
- 4) Experience in two or more career fields.

Documents

To make the application process simpler, ACMO has mandated standardized application materials for all AAC selection boards. The following documents must be completed and submitted with the CDG application:

- Acquisition Civilian Record Brief (ACRB)
- Senior Rater Potential Evaluation (SRPE)*
- Six performance appraisals with support forms

- DA Form 2302 (a standard form that outlines assignment history)
- SF 50 Form (a form describing the personnel action)
- Signed Mobility Statement

*Many comments were received from the recent CDG survey (see the Summer issue of the AAW Newsletter) indicating that many employees did not apply for the CDG program because of the difficulty in obtaining their SRPE. As a result, ACMO will implement a new procedure for YG01 where applicants need only submit the senior rater's name and e-mail address. ACMO will request the SRPE directly from the senior rater.

For more information on the CDG application process and required forms, log onto the AAC Homepage at <<http://www.dacm.sarda.army.mil>> or contact Sandy Long at (703) 604-7125, DSN 664-7125, <longs@sarda.army.mil>.

Career News Briefs

New ACRB Not Just for Civilians

There is a new ACRB. It is no longer the Acquisition "Civilian" Record Brief but rather the Acquisition "Career" Record Brief. The name change is consistent with our effort to expand the Director, Acquisition Career Management (DACM) database to provide ACRBs to individuals outside of the Army Acquisition Workforce to include persons from other Services as well as industry representatives. Please note that there is no requirement for anyone other than civilians in the AAW to maintain an ACRB at this point. The primary reason for this expansion is to provide a record for a variety of people which could/would become competitive in the acquisition profession. The SECTION IV block previously labeled "U.S. Citizen" now reads "Component Code." The following codes can be found on the new ACRB:

- A Army Active Military
- C Army Active Civilian
- N National Guard (Military)
- R Army Reserve (Military)
- L Local National
- M Army Active AMEDD (Military)
- I Industry
- D Non-Army DOD Civilians
- S Non-Army DOD Military
- T National Guard Civilians

Other changes include:

- **SECTION I** was changed to include the CAPL/MAPL/RAPL etc. position numbers. The block is labeled APL (Acquisition Position List).
- **SECTION VII** was changed to depict the highest education degree achieved. Only the completed degree will be displayed.
- **SECTION X** was modified to provide for Continuous Learning (CL) certification. The "End Date" is the date the two-year cycle ends for the completion of 80 points as required. Grace periods (three months) and waivers (when approved) will auto-

matically adjust this date. "Points" are a running tally of awarded points as of the print date of the ACRB. They will zero out the day after the "end date" starting a new cycle. Note: CL credits must be input through the Individual Development Plan (IDP) application on the web.

All individuals in the Army DACM database can retrieve an ACRB from the web at <https://rda.rdaia.sarda.army.mil/acrb>.

The POC for the changes is Greg Zyto, (703) 604-7144, DSN 664-7144, greg.zyto@sarda.army.mil.

Training Applications for DAU Courses

The pilot test of the new web-based application system for Defense Acquisition University (DAU) was a great suc-

cess. This system allows members of the AAW to submit DAU applications via the Internet. The pilot test proved the system streamlines the process by providing workforce members with a quicker, more accessible service.

The FY00 DAU schedule was released in July. The new system is now available at <https://www.atrrs.asmr.com/aitas> for the remainder of FY99 and will be used for submitting DAU applications for FY00 online and resident DAU courses only. You can apply for DAU courses by going

Career Briefs, continued on page 11

For Y2K information specific to the Army, log onto the Army's Y2K Homepage at <http://cr-iiacfs1.army.mil/army-Y2K/home.htm>.

Editorial, continued from page 2

they revealed how I see myself and how others see me), FIRO-B (which revealed how I behave in groups) and The Change Style Indicator (which revealed how I handle change).

Needless to say, I approached the program with both enthusiasm and hesitation. Once the program began, I became more relaxed and had a better understanding of why I had so many forms to fill out—it was an opportunity to learn more about me! Believe me, every assessment instrument that was completed is used and explained in great detail. The results from the assessments taught me a lot about myself, some of which I already knew but didn't want to admit, and some of which I had no clue about. The feelings I got from the assessments were good. Some days I said, "This is great!" Some days I said, "Wow, I didn't realize that was a strength or a weakness!"

One of the leadership tools helped me to understand how I, my peers, and supervisors perceive my behavior when I am leading. The FIRO-B pointed out my feelings about inclusion, control, and affection. This is important information to have about yourself! The Myers-Briggs Type Indicator showed me my own temperament and helped me

understand and appreciate why others act the way they do. One day we did group exercises that were videotaped. The stressful scenarios they gave us to work out showed me just how quickly and efficiently I can organize and decide what to do under duress! The last few days I received feedback from peers and specialists about my strengths and weaknesses (which was audiotaped for me) and set goals for myself to take back to work and my personal life.

Participating in the LDP has given me the incentive to improve my communication and interaction skills while working to support others' individual beliefs and values. This is the most significant thing I gained from the class because recently I came from a position where I had full autonomy to a position where I am a team member. All in all, the LDP gave me insight into my personal development needs, leadership strengths, and life balance. I could go on and on about this program but, instead, I would like to leave you with this last note: the LDP is for you—it will provide you with an opportunity to stimulate an incredible process of growth!

For more information on the LDP and the CCL, access their website at <http://www.ccl.org>.

Career briefs, continued from page 10

directly to the website or by using the preferred method of applying through the automated IDP. The new web-based application system is linked to the automated IDP. When you apply for a FY00 DAU course, the system verifies that the requested DAU course is on your approved IDP. If it is not, the application will not be processed (for both online and resident DAU courses).

For policy and guidance on using the new system and the automated IDP, contact Randy Williams, ACMO, at (703) 604-7107, DSN 664-7107. For system problems or errors, contact Dick Goetz, DAU ATRRS Manager, at <goetzrl@hqda.army.mil> or <dick_goetz@yahoo.com>.

General Officer Steering Committee (GOSC) for Project/Product Manager and Acquisition Command Selection Boards to Meet

The Project Manager/Colonel Acquisition Command and Product Manager/Lieutenant Colonel Acquisition Command Selection Boards are scheduled to convene January 19-28, 2000, and November 15-23, 1999, respectively. A General Officer Steering Committee will review, validate, and recommend AAC Command Designation Position List requirements for these selection boards. The GOSC is scheduled to meet on September 22, 1999. Position submittals were due August 6, 1999.

Career Calendar



October 10	AAC 10th Anniversary	Washington, D.C.
October 10	Army 10-Miler	Washington, D.C.
October 10	First Annual AAC Ball	Arlington, Virginia
October 11-13	AUSA Annual Meeting	Washington, D.C.

Date	Event	Location
November 2-3	AAW 2000 Briefing	Yuma, Arizona
November 3-5	Defense Asia '99, AUSA Pavilion	Bangkok, Thailand
November 16-17	AAW 2000 Briefing	White Sands Missile Range, New Mexico
November 18-19	AAW 2000 Briefing	Fort Huachuca, Arizona
November 30	Space and Missile Defense Symposium and Exhibition	El Paso, Texas
December 2-3	1QFY00 Regional Program Executive Officers (PEOs)/Deputies for Systems Acquisition (DSAs)/Program/Project/Product Managers (PMs) Workshops and Executive Sessions	TECOM, Aberdeen, Maryland
December 7-10	Army Acquisition Community Information Management User Group Conference	Orlando, Florida

DAU Catalog Correction

In the printed version of the Defense Acquisition University (DAU) catalog, chapter 2, under Army personnel, page 13, the telephone listing for the 24-hour, seven-day-a-week information response system is incor-

rect. The correct number is (800) 808-6467. The online version of the DAU catalog is correct.

For answers to questions or for more information, contact Randy Williams, SAAL-ZAC, (703) 604-7107, DSN 664-7107.

Mark your calendars now for the FY00 Regional and Annual Army Acquisition Workshops and Executive Sessions!

Program Executive Officers, Deputies for Systems Acquisition, and other acquisition general officers and Senior Executive Service members are invited to attend all workshops and executive sessions. Program, Project, and Product Managers are invited to attend their regional workshops as well as the annual workshop in August 2000. Note: The U.S. Army Test and Evaluation Command will be renamed the Army Developmental Test Command on October 1.

Date	Location	Workshop Coordinator
Regional Workshop December 2-3, 1999	U.S. Army Test and Evaluation Command, Aberdeen, Maryland	Larry Williams (703) 617-4969 DSN 767-4969
Regional Workshop February 16-17, 2000	U.S. Army Armament Research, Development and Engineering Center, Picatinny Arsenal, New Jersey	Janet Jones, AAESA Structures Division (703) 805-4363 DSN 655-4363
Regional Workshop May 17-18, 2000	Army Simulation, Training, and Instrumentation Command, Orlando, Florida	Larry Williams (703) 617-4969 DSN 767-4969
Annual Workshop August 22-24, 2000	U.S. Army Tank-Automotive and Armaments Command, Warren, Michigan	Janet Jones, AAESA Structures Division (703) 805-4363 DSN 655-4363

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Send to: Acquisition Career Management Office
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Suggestion Box

This is your newsletter—we'd like to hear from you about the kind of information you'd like to see in it. If you have ideas for articles or information, or if you'd like to submit an article for possible publication, please send it to the address below. We'd also like to know what you think about our newsletter and any suggestions you have for making it better.

The Army Acquisition Workforce Newsletter

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